

Mandate to the Committee:

You are mandated to work towards the creation of an inclusive, equitable, antiracist culture within the PSNE that will be attractive to all people, in particular those who have been systematically excluded from full participation in the presbytery, as we seek to be co-creators with Christ of a just, peaceful and healed world/creation.

Working groups conclusions on makeup:

- Size: 9 – 11 people
- Composition:
 - a. 3 people who have been a part of this conversation
 - b. 3 early adopters
 - c. 3 respected stakeholders of the presbytery
 - d. Gender, age, reason, ordained, not ordained, white, and not-white
 - i. Aim for 50/50, 40/60 white, non-white – give the nominating committee a recommendation
 - e. Classes
- Year One – Work with Jessica; after a year, will reassess where they will need to go
- 30% of 9-11 people will shift in 3 years. That way it doesn't become a club.
- 2 year, 3, year, 4 year term with a maximum of 6 years
- Don't want the tendency for this to become a club. This will seem like the club of the people that "figured it out." And pushes the group to think about what are we building, because in two years these folks will have to step out
- To assign 1-2 people to be on the RT for continuity of leadership/interventions

This is more of a transition about grief than it is about conflict. Awakening people to the fact that they are in a club---and that can cause grief when realizing the not as good impacts. Transition of becoming.